

Hamilton County : Characteristics of the Construction Environment

The majority of construction companies and employees within the county are not covered by collective bargaining agreements. Around 75% of all construction companies and construction employees are employed by open shops and not signatory to collective bargaining agreements.

In Indiana, the attached charts show 1) the union membership as a Percent of Employment in Indiana and 2) the union density in the construction industry from 1983 through 2000. It shows that union members make up only 32.3 % of the construction workers in the state. So Hamilton County, with a union workforce of around 25%, shows less density than the state.

***Based on the above facts, even using the State of Indiana's numbers:
With 2/3rds of construction wages paid in Hamilton County as open shop rates and not collectively bargained, the wages below represent the most commonly paid construction wages in Hamilton County at this time.***

Classifications of craft and classes – construction wage survey information for Hamilton County. (5-16-7-1 a 1-b, Wage committee meets for the purpose of ascertaining what the common wage is in the county). ***Common construction wage means a scale of wages for each class of work ... that is not less than the common construction wage of all construction wages being paid in the county where the project is located.***

Hamilton County – 2003 updated

Approximate Manhours	Classifications	Classes/Wages /Fringes / Total			
48,000	Asbestos Abatement				
	Removes and discards asbestos materials				
		Skilled	\$16.10	\$4.02	\$20.13
		Semi-skilled	\$12.08	\$3.02	\$15.10
104,000	Masons				
	Lays and sets building materials, brick & stone and finishes surfaces				
		Skilled	\$16.35	\$4.09	\$20.44
		Semi-skilled	\$12.26	\$3.07	\$15.33
		Unskilled	\$ 9.81	\$2.45	\$12.26

400,000

Carpenter

Constructs, erects, installs & repairs various woods
and wallboards

Skilled	\$ 16.23	\$4.06	\$20.29
Semi-skilled	\$ 12.17	\$3.04	\$15.21
Unskilled	\$ 9.74	\$2.43	\$12.17

220,000

Interior Finish Technician

Erects metal framing, installs drywall, seals & plasters

Skilled	\$ 15.85	\$3.96	\$19.81
Semi-skilled	\$ 11.89	\$2.97	\$14.86
Unskilled	\$ 9.51	\$2.38	\$11.89

950,000

Electrician

Plans, installs, & repairs wiring, fixtures, lines, &
instrumentation controls

Skilled	\$ 17.43	\$4.38	\$21.79
Semi-skilled	\$ 13.07	\$3.27	\$16.34
Unskilled	\$ 10.46	\$2.61	\$13.07

28,000

Glazier-

Installs glass in windows or on surfaces

Skilled	\$15.27	\$3.82	\$19.09
Semi-skilled	\$11.45	\$2.86	\$14.31
Unskilled	\$ 9.16	\$2.29	\$11.45

56,000

Mechanical Insulator

Covers, seals, fits, measures, cuts, attaches insulating materials

Skilled	\$15.63	\$3.91	\$19.54
Semi-skilled	\$ 11.72	\$2.93	\$14.65
Unskilled	\$ 9.38	\$2.35	\$11.73

50,000

Ironworker

Raises, places, unites girders & columns of structural steel

Skilled	\$16.28	\$4.07	\$20.35
Semi-skilled	\$12.21	\$3.05	\$15.26
Unskilled	\$ 9.77	\$2.44	\$12.21

152,000	Metal Building Assemblers			
	Assembles prefabricated metal buildings			
		Skilled	\$15.22	\$3.81 \$19.02
		Semi-skilled	\$11.42	\$2.86 \$14.28
		Unskilled	\$ 9.13	\$2.28 \$11.41
54,000	Millwright			
	Installs machinery and equipment			
		Skilled	\$15.88	\$3.97 \$19.85
		Semi-skilled	\$11.91	\$2.98 \$14.89
		Unskilled	\$ 9.53	\$2.38 \$11.91
72,000	Painter			
	Applies various liquid coverings to surfaces			
		Skilled	\$15.10	\$3.78 \$18.88
		Semi-skilled	\$11.33	\$2.83 \$14.16
		Unskilled	\$ 9.06	\$2.27 \$11.33
64,000	Roofer			
	Covers roofs with roofing materials			
		Skilled	\$15.50	\$3.88 \$19.38
		Semi-skilled	\$11.63	\$2.91 \$14.54
		Unskilled	\$ 9.30	\$2.33 \$11.63
80,000	Sprinkler Fitter			
	Installs & repairs fire protection systems			
		Skilled	\$15.05	\$3.76 \$18.81
		Semi-skilled	\$11.29	\$2.82 \$14.11
		Unskilled	\$ 9.03	\$2.25 \$11.29
62,000	Floor Covering			
	Sets tile, terrazzo, applies pigment & marble, lays carpet			
		Skilled	\$14.71	\$3.68 \$18.39
		Semi-skilled	\$ 10.03	\$2.51 \$12.54
		Unskilled	\$ 8.83	\$2.21 \$11.04
134,000	Truck Driver -CDL licensed to transport equipment, liquid, packaged or granular dirt & moves personnel			
		Skilled	\$15.95	\$3.94 \$19.69

86,000	Operating Engineer	Operates all types of power construction & heavy equipment			
			Skilled	\$ 16.60	\$4.15 \$20.75
			Semi-skilled	\$ 12.45	\$3.11 \$15.56
280,000	Mechanical Technician	Fabricates, assembles, installs, repairs, sheet metal products and hvac equipment Includes hvac mechanic and sheet metal worker			
			Skilled	\$ 16.68	\$4.17 \$20.85
			Semi-skilled	\$ 12.51	\$3.13 \$15.64
			Unskilled	\$ 10.01	\$2.50 \$12.51
136,000	Pipe Worker	Fabricates, assembles, installs, & maintains piping and piping systems, fixtures and equipment for processing systems & drainage systems			
			Skilled	\$16.85	\$4.21 \$21.06
			Semi-skilled	\$12.64	\$3.60 \$15.80
			Unskilled	\$ 10.11	\$2.53 \$12.64
358,000	General Labor	Laborers, helpers in general			
			Skilled	\$ 11.20	\$2.80 \$14.00

Source: Associated Builders and Contractors of Indiana.
6825 Hillsdale Court, Indianapolis, In. 46205
www.abc-indy.org, 800-333-9844

All wage information is from Hamilton County employers or contractors with addresses in the county, to ensure confidentiality, is presented in summary form to prevent individual company information from being shared to avoid any appearance of antitrust implications.

Stipulation as to employment of apprentices as semi-skilled: Apprentices will be permitted to work at the semi-skilled rate for the class of work when they are enrolled in an apprenticeship program registered with the U.S. Department of Labor, Bureau of Apprenticeship Training or as employees in training.

Their wage rate will be governed according to the standards of their registered program along with their ratio to journeyman which is 1-1.

The above percentages used for semi-skilled and unskilled (75% & 60%) respectively, were based on the system of incremental increases encouraged in the traditional apprenticeship training model. (Attached documentation of certification).

Recommendation for the non-reporting craft categories, or adding a classification at a later time or if the committee cannot make a determination based on a 2-2 tie, the following remedy is suggested: Common Wage Statute 5-16-7-1 2-g (If the committee appointed fails to act and to make a determination.....the awarding agency shall make the determination, and its finding shall be final.)

Project Name:

Common Wage Committee:

Dated this day

May 8, 2003

Refusal, D.G.
Representing the Governor of Indiana

James R. Lynch
Awarding Agency (taxpayer)

[Signature]
Indiana AFL-CIO

[Signature]
Awarding Agency (Industry Rep)

John F. Culp
Commissioners-County (taxpayer)